



Hannah Elizabeth Jarrells

Associate

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Ms. Jarrells works with clients to manage their most important assets, their employees.

Ms. Jarrells helps clients navigate potential legal issues and lawsuits related to employment and business disputes. She works with clients in the public sector, including major municipalities, as well as companies of all sizes in the agriculture, automotive, food service, health care, hospitality, housing, manufacturing and retail industries.

Ms. Jarrells has extensive experience advising on and conducting workplace investigations, including matters involving whistleblower claims alleging violations of Sarbanes-Oxley and Dodd-Frank as well as allegations of securities and wire fraud.

Clients turn to Ms. Jarrells for her acumen in crafting and enforcing confidentiality agreements, non-compete clauses and other forms of restrictive covenants related to protecting trade secrets. Additionally, she defends clients against claims of discrimination and retaliation related to Title VII of the Civil Rights Act, ERISA interference, and denial of benefits.

Representative Matters

- Represented manufacturing company in trade secret theft case against a competitor, resulting in widespread injunctive relief that crippled the competitor's expansion plans and resulted in substantial seven-figure settlement.
- Obtained complete summary judgment against former employee of a health care company who alleged pregnancy discrimination under Title VII of the Civil Rights Act and interference with plan benefits under ERISA.
- Defended Fortune 500 company in Sarbanes-Oxley and Dodd-Frank whistleblower case and accepted a "court house surrender" from the plaintiff two days before trial following favorable pretrial rulings resulting in a 94 percent decrease in settlement demand.
- Defeated preliminary injunction action sought against manufacturing company by two former employees allowing the client to maintain its right to enforce former employees' restrictive covenants.
- Successfully defended a publicly-traded software company against a whistleblowing complaint alleging violations of Securities and Exchange laws and wire fraud, culminating in a summary decision dismissing all claims with prejudice.
- Successfully negotiated a substantial and early six-figure settlement and the termination of a former employee from his new employer on behalf of an SaaS company after the former employee left with the client's trade secrets to join a competitor in violation of his non-competition agreement.
- Obtained summary judgment for a B2B marketing company on claims brought under the California Fair Employment Housing Act alleging disability discrimination.
- Obtained a complete defense verdict in a three-day arbitration on behalf of a national restaurant chain where a former employee claimed he was terminated on account of his age in violation of Title VII of the Civil Rights Act.

Professional Honors & Activities

- Named a *Best Lawyers in America*® "Ones to Watch" in Commercial Litigation, Labor and Employment Law - Management, and Municipal Law (2021 – 2023)

- Listed in *Georgia Super Lawyers* as a Georgia Rising Star in the area of Employment & Labor (2021, 2022)
- Executive Editor – Georgia Journal of International and Comparative Law
- Pupil – W. Homer Drake, Jr. Georgia Bankruptcy American Inn of Court



Publications

- "What Makes for a Successful Mentor/Mentee Relationship?," *Women's Initiative Newsletter* (October 2021)
- "Have You Heard? Six Steps to Protect Your Company from Hostile Work Environment Claims Based on Workplace Rumors," republished in *Westlaw Journal Employment* (December 2019)
- "History, TRIPS, and Common Sense: Curbing the Counterfeit Drug Market in sub-Saharan Africa" (2015)



Speaking Engagements

- "Ethical Quandaries and Guidance for Internal and External Investigators," AWI 2020 Virtual Annual Conference (November 6, 2020)



Webinars

- New Year, New Laws and What to Look For in 2020 (January 2020)
- What Happens in Vegas...? Sanctioning Employees for Off-Duty Misconduct (September 2018)



Education

- University of Georgia School of Law, J.D., 2015, cum laude
- University of Georgia, B.A., 2012, magna cum laude



Admissions

- Georgia
- U.S. District Court for the Northern District of Georgia
- U.S. District Court for the Middle District of Georgia
- U.S. District Court for the District of Colorado